

**PUBLIC EMPLOYEES' RETIREMENT BOARD**  
**100 N Park**  
**Helena MT 59620**  
**Personnel Committee Meeting**  
**Monday April 16, 2007**  
**2:00 PM**

Committee Members: Elizabeth Nedrow Chair, N. Jay Klawon  
and John Paull; all committee members were present via  
phone conference.

Staff: Roxanne Minnehan, Melanie Symons, and Scott Miller

Other Attendees: Barbara Quinn, Fiscal Services Bureau Chief  
Anna Garza, Executive Assistant

**Public Comment** – *No public comment.*

**Executive Director's Report**

The meeting was mainly to discuss the budgetary impact of the Union's proposal to evenly allocate the discretionary 0.6% of compensation to all employees.

**Union Proposal - Budgetary Impact Review**

Barbara Quinn, Fiscal Services Bureau Chief, provided in-depth budgetary comparisons and explanations to the Personnel Committee, which was provided in spreadsheet format.

Committee discussed salary changes with a 3% increase as well as a 3.6% increase. It was proposed that the 3.6% increase would not be across the board, but instead, the 0.6% would be distributed to those whose salaries are currently under market. Those who are currently at or above market salary would not receive the 0.6% increase in salary. The amount needed to bring everyone up to their market progression far exceeds the 0.6% mandated by HB13 in the first year of the biennium. In the second year of the biennium the amount is closer; however, the Board will also cover the amount over 0.6% to bring everyone to their market progression.

The language for the job vacancy clause was briefly discussed. Ms. Melanie Symons is working on the language. She will send to staff and then work with Mr. Greg Martin.

**Committee Suggestions Concerns**

The committee agreed to use the 0.6% increase to bring members closer or up to market.

Personnel Committee members decided that it would be up to the staff to provide a draft of the counterproposals to them by the end of the week before the next Personnel Committee meeting on Monday April 23, 2007.

### **ADJOURNMENT**

The next negotiations meeting is scheduled for April 23, 2007 at 1 p.m. There being nothing further to come before the committee, Ms. Nedrow adjourned the meeting at 3:05 p.m.